



## POSITION DESCRIPTION

JOB TITLE:	Water Officer
LOCATION:	Warrnambool, Victoria
TERM:	Up to 1.0 FTE to 31 Dec 2024
SALARY:	\$70,000 - \$80,000 per annum
REPORTS TO:	Water Corporation Partnerships Officer

## THE ORGANISATION

The Eastern Maar Aboriginal Corporation (EMAC) is a Registered Native Title Prescribed Body Corporate (RNTBC) established under the Native Title Act 1993 (Cth) and registered as a corporation under the Corporations (Aboriginal and Torres Strait Islanders) Act 2006 (CATSI Act).

EMAC was established in 2011 following a positive Native Title consent determination by the Federal Court. This determination granted rights over an area known as PART B, spanning from Deen Maar (Lady Julia Percy Island) in the south to Dunkeld in the north. It is shared with the Western Gunditjmara Native Title Holders, represented by the Gunditj Mirring Traditional Owners Aboriginal Corporation.

In March 2023, a second positive Native Title Determination expanded EMAC's jurisdiction, covering an extended area from Yambuk to Aireys Inlet in the southwest, reaching Middle Creek and Ararat in the north, and returning south to Dunkeld.

Eastern Maar peoples are those descendants, including by adoption, of the following persons:

- King of Port Fairy and Eliza; Old Jack (father of John Dawson); Charlie and Alice (parents of Albert Austin); Samuel Robinson and Mary Caramut; Lizzie (mother of Frank Clarke); Robert and Lucy (parents of Alice Dixon); Barney Minimalak; Nellie Whiturboin; Louisa (mother of William Rawlings) and Richard Sharp;

and who:

- either identify as being from the eastern domain of the Maar-speaking people and are recognised as being from the eastern domain by the Eastern Maar people;
- or otherwise identify as Maar, Gunditjmara, Tjap Wurrung, Peek Whurrung, Keeray Wooroong (Kirrae Whurrung), Kuurn Kopan Noot, Yarro Waetch (Tooram Tribe), Djargurd Wurrung, Gulidjan and/or Gadubanud and are recognised as being from the eastern domain by the Eastern Maar peoples.

EMAC is a formally recognized Registered Aboriginal Party (RAP) responsible for protecting and managing Cultural Heritage. The RAP boundaries extend beyond the Native Title-recognized boundaries, including Winchelsea in the east and reaching the furthest point of Landsborough in the north.

As the representative body, EMAC advocates for the collective group, advancing their native title rights, protecting cultural heritage, providing policy advice, and leading key initiatives aligned with the rights, aspirations, and assertions of the EMAC community. They actively strive to enhance the cultural and economic capacity and independence of Eastern Maar citizens by pursuing and implementing their economic and social aspirations, notably through the Victorian Registered Aboriginal Party regime.



## **PURPOSE OF THIS POSITION**

Eastern Maar's Parreeyt Nation Statement (Water is Life) documents Eastern Maar's position on parreeyt and opportunities for improved future management.

The position will be the key contact for EMAC on water-related policy and planning matters with the State government (Department of Energy, Environment and Climate Action (DEECA)), ensuring partnerships and strong working relationships are maintained. The Water Officer will work as part of a team with Eastern Maar's Catchment Management Authority Partnerships Officer and Water Corporation Partnerships Officer.

The Water Officer will play a significant role in Eastern Maar's Hopkins River Cultural Values Project. The role will also support the implementation of relevant actions from Eastern Maar's Parreeyt Nation Statement.

## **KEY ROLES AND RESPONSIBILITIES**

Specifically, the position's duties will include.

- Being a point of contact for EMAC on all water-related policy and planning matters.
- Increasing DEECA's understanding of Eastern Maar water values, requirements, and use.
- Promoting the inclusion of Eastern Maar values in water planning and management and supporting and hosting events to promote involvement from Traditional Owners on Country.
- Researching and contributing to relevant agencies key strategies, goals, and objectives to maximise opportunity for EMAC specific to water.
- Providing advice on opportunities, challenges and issues related to the management of waterways within the EMAC ancestral estate
- Developing, with community, board and staff input, agreed and prioritised water-based priority focus areas for EMAC to pursue and include in EMAC's Country Plan refresh.
- Work closely with other members of the Biocultural Landscapes Division and consultants to seek out and document information on the cultural significance of key waterways and the associated environment from an EMAC perspective for inclusion in EMAC's Biocultural Landscape database and Strategy.
- Prepare relevant funding submissions and assist with related projects and events.
- Participating in the Aboriginal Water Officer Network facilitated by DEECA's Aboriginal Water Unit.

### **GENERAL**

- Being aware and adhere to The Privacy Act, OH & S Legislation and other relevant legislations.
- Being aware and adhere to EMAC Policy and Procedure manuals.
- Being aware and participate in staff performance reviews.
- Attending all mandatory training as required.
- Performing other duties as may be directed or implied from time to time.



## KEY SELECTION CRITERIA

### ESSENTIAL

- Excellent written and oral communication skills including the ability to effectively engage and maintain relationships with a range of stakeholders including management, government bodies and community members.
- An ability to articulate the way in which EMAC values and assertions might be brought to bear upon government policy and practice in relation to water
- A genuine commitment to capacity building and ‘water literacy’ amongst EMAC its Board and community
- Proven ability to show initiative, supervise others, work collaboratively, prioritise work requirements, consult appropriately and respond to direction.
- Good time management skills with the ability to manage multiple relationships and projects simultaneously.

### DESIRABLE

- Proven planning, problem-solving and analytical skills with the ability to work through issues with moderate complexity and guide and/or coach others in the resolution of problems.
- Demonstrated understanding of the regulatory framework in which EMAC operates.
- Knowledge of Eastern Maar people, Country, culture, values, aspirations and customs and experience working with the Eastern Maar people, community and key organisations and stakeholder groups
- Experience working with Aboriginal people, including a demonstrated ability to communicate and engage sensitively and effectively with Traditional Owner-led communities and organisations.

### OTHER POSITION REQUIREMENTS

Offers of employment can only be made once all required probity checks have been completed. These include:

- reference checks.
- The appointment of the successful applicant will be made subject to a satisfactory national police history check. A clear Police Check must be conducted within the last three months.
- Acceptable evidence of their proof of immunisation/vaccination status.
- The incumbent requires the ability to travel regularly for work-related purposes. A current Victorian driver’s licence is essential.
- Proficiency in the use of computer and telecommunications technology.
- A request to conduct probity checks does not guarantee that an offer of employment will be made.



## WORKING FOR EASTERN MAAR ABORIGINAL CORPORATION

### EMAC EMPLOYEE BENEFITS

- Hybrid working arrangements available.
- Salary Packaging benefits
- Paid Christmas break
- Employee Assistance Program
- Mentoring, learning and career development opportunities.

### EMAC WILL OFFER

- A friendly and supportive culture
- Opportunities for career progression
- Opportunity to experience various teams.

## HOW TO APPLY

To apply please include in your application a CV/resume and cover letter that addresses why you are the best candidate for this position and how your background, experience and skills align with the Key Selection Criteria.

Please ensure your full name is on all attachments and email your application to [bansri.dave@easternmaar.com.au](mailto:bansri.dave@easternmaar.com.au)

**Closing date for applications: COB 28 June 2024**

If you have any queries about the role, please email [bansri.dave@easternmaar.com.au](mailto:bansri.dave@easternmaar.com.au)

Appointment of the successful applicant will be made subject to a satisfactory national police history check.

**This is a designated position. Successful applicants must be able to provide evidence that they are of Aboriginal and/or Torres Strait Islanders descent; identify as an Aboriginal and/or Torres Strait Islander; and are accepted by their community as Aboriginal and/or Torres Strait Islander. The filling of this position is intended to constitute a special measure under section 8(1) of the Racial Discrimination Act 1975 (Cth), and s12 of the Equal Opportunity Act 2010 (Vic) and s8(4) of the Charter of Human Rights and Responsibilities Act 2006 (Vic).**